

CORRESPONDENCE DISTRIBUTION COVERSHEET

Author
J. L. Jacobsen, FH
W. M. Hines/372-3261
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Addressee
S. A. Sieracki, RL

Correspondence No.
FH-0106337
CONTRACT NO. DE-AC06-96RL13200

NOV 01 2001

Subject: REQUEST FOR APPROVAL OF MODIFICATIONS TO APPENDIX A OF THE
HANFORD SITE STABILIZATION AGREEMENT

DISTRIBUTION

Approval	Date	Name	Location	w/att
		Correspondence Control	A3-01	X
		<u>Fluor Hanford, Inc.</u>		
		President's Office	H5-20	
<u>FAB</u>	<u>10/31/01</u>	F. A. Blowe	H8-24	X
		J. T. Curtis	B3-64	X
<u>BH</u>	<u>11/1/2001</u>	B. J. Hanni	H7-01	X
		J. L. Jacobsen	B3-70	X
<u>Amk</u>	<u>11/1/01</u>	A. M. Kion	B3-70	X
<u>JKK</u>	<u>11/1/01</u>	J. R. Kirkendall	B3-70	X
<u>CKM</u>	<u>11/1/2001</u>	C. K. MacLeod <i>(Kemp)</i>	B3-64	X
		<u>Fluor Federal Services</u>		
		W. M. Hines	S2-80	X

Enclosure 1

FH - 0106337

CONTRACT NO. DE-AC06-96RL13200

**REQUEST FOR APPROVAL OF MODIFICATIONS
TO THE HANFORD SITE STABILIZATION AGREEMENT**

**Hanford Site Stabilization Agreement Wage Adjustments --
2001 Settlement - HSSA Wage and Fringe Data**

Consisting of 4 pages,
including cover page

**HANFORD SITE STABILIZATION AGREEMENT
WAGE ADJUSTMENTS AND OTHER REVISIONS
AUGUST 15, 2001**

On August 15, 2001, the Administrative Committee of the Hanford Site Stabilization Agreement (HSSA) concluded a review of wages and fringe benefits paid under the Appendix of the HSSA as provided by Article XV thereof. Set forth below are the terms of the agreement on wage and fringe benefit adjustments which were subsequently and jointly agreed upon by the Employers(s) and the Union(s).

1. Effective September 3, 2001 (12:01 a. m.), an hourly wage increase of up to \$1.40 per hour shall be added to the wage and/or fringe benefit scales currently in effect under separate Schedule A's, PROVIDED however:
 - (A) The net total hourly wage and fringe benefit rates for each union shall not exceed the "Pasco Wage and Fringe Benefit Rates" set forth in the respective local building trades agreements applicable to construction work in Benton and Franklin Counties in the State of Washington, except that
 - (B) Future adjustments of wage rates and fringe benefit and apprenticeship contributions shall be made in accordance with Section 1 of Article XV of the HSSA.
 - (C) If wage differential is reached, balance of wage settlement may be applied to recognized pensions of the local union not to exceed the established pension rate(s).
 - (D) This shall be applicable to any wage/fringe increase either previously negotiated or previously scheduled for regular negotiations and to be effective on or before December 31, 2001.
 - (E) The employers recognize that the Electricians have wage/fringe disparity between the HSSA wages/fringes and those contained in local agreements. Accordingly, the disparity as of December 1, 2001 will be closed in the following manner:
 - (1) Up to \$0.40 per hour to be added to wage/fringe total effective December 1, 2001.
 - (2) This equity adjustment is based upon a unique condition existing August 15, 2001.

2. As soon as practicable, these revisions shall be prepared and distributed to each local union and to the Building and Construction Trades Department, AFL-CIO.
3. By agreement of the Administrative Committee of the HSSA, the review of the wage scales, fringe benefits and apprenticeship contributions set forth in Article XV shall be made on the basis of future adjustments in the applicable wage scales and contributions set forth in the respective local union building trades agreements then in effect in the cities of Pasco and Spokane, Washington and Portland, Oregon. The data from these agreements from these three cities shall be used only as "guidelines", it being specifically agreed that any resultant modifications shall be made by the Administrative Committee without regard to any predetermined "indexing" or "formalization" of such data.


EMPLOYER

UNION

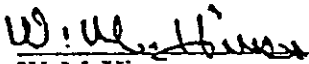
BUILDING AND CONSTRUCTION
TRADES DEPARTMENT, AFL-CIO



Frank A. Blowe, Jr.
Senior Manager, Industrial Relations
Fluor Hanford, Inc.



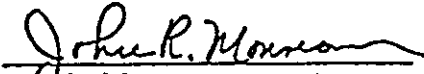
Edward C. Sullivan, President



W. M. Hines
Manager, Industrial Relations
Fluor Federal Services, Inc.



William P. Kaczorowski
Director of Field Services



John R. Monrean
Manager, Labor Relations
Bechtel Hanford, Inc.

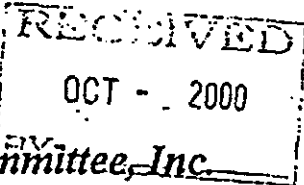
DATED AUGUST 15, 2001

2001 SETTLEMENT

HANFORD SITE STABILIZATION AGREEMENT WAGE AND FRINGE DATA

CRAFT	HSSA CURRENT WAGE (\$)	PASCO CURRENT WAGE (\$)	AMOUNT OF WAGE INCREASE (\$)	NEW HSSA WAGE (\$)	AMOUNT OF FRINGE INCREASE (\$)
Boilermakers	23.76	24.16	.40	24.16	1.00
Bricklayers	22.76	23.16	.40	23.16	.25
Carpenters	22.83	23.18	.35	23.18	N/A
Cement Masons Group III	22.95	23.31	.36	23.31	N/A
Electricians	27.47	28.20	.73	28.20	1.01
Insulators	25.27	26.00	.73	26.00	NA
Iron Workers	24.12	24.52	.40	24.52	.20
Laborers Group III	20.04	20.30	.26	20.30	N/A
Millwrights	23.94	24.29	.35	24.29	N/A
Operating Engineers Group VII	23.11	23.29	.18	23.29	N/A
Painters	19.50	19.92	.42	19.92	N/A
Pipefitters	28.35	28.85	.50	28.85	N/A
Roofers	19.31	20.17	.86	20.17	N/A
Sheet Metal Workers	25.39	25.43	.04	25.42	1.04
Sprinkler Fitters	24.20	24.35	.15	24.35	1.10
Teamsters Group V	20.94	21.25	.31	21.25	.19

HSSAWAGE.01



Western States Field Construction Negotiating Committee, Inc.

851 Burhway Road, Suite 216, California 94083-2584 Tel. (650) 558-8384 Fax (650) 558-8387

Date: September 30, 2000

To: All Contractors Signatory To Western States Articles Of Agreement Between Western Field Construction Negotiating Committee and International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers of America

From: Tom Dillon, WFCNC Secretary

Subject: Wage And Fringe Benefit Increase - Effective October 1, 2000

Under the terms contained in Western States Articles of Agreement Between The Western Field Construction Negotiating Committee and the International Brotherhood of Boilermakers there is a \$1 per hour increase which becomes effective October 1, 2000. That increase is allocated as follows:

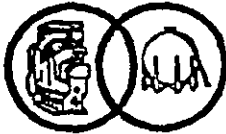
<u>Article</u>	<u>Subject</u>	<u>Increase</u>	<u>New Hourly Rate</u>
13	Wages	\$0.25	(See enclosed sheets)
19	<u>Health & Welfare</u>	<u>0.10</u>	<u>\$3.70</u>
22	Annuity	0.35	\$1.35
24	Vacation Trust	0.30	\$1.60

While the wage increase becomes payable with the first payroll period during which hours are worked on or after October 1, the increases for Health & Welfare, Annuity and Vacation will not actually be payable until November, 2000 when the billing for October hours is received.

The rates payable for other fringe benefits remain unchanged. They are as follows:

<u>Article</u>	<u>Subject</u>	<u>Hourly Rate</u>
20	Pensions	\$3.50
21	Apprenticeship	\$0.40
23	MOST	\$0.24

If you have any questions concerning the foregoing, please contact our office at (650) 558-8384



BOILERMAKERS NATIONAL HEALTH AND WELFARE FUND

SUITE 622
754 MINNESOTA AVE.
KANSAS CITY, KANSAS 66101-2766

Harry J. Reynolds, Jr.
Chairman

Sam H. May
Secretary

V. Keith Reed
Executive Administrator

David E. Hanson
Financial Director

November, 1999

To All Local Lodges and Employers
Participating in the Boilermakers
National Health and Welfare Fund

Gentlemen:

The employer contribution rates for active Plan G and Reduced G will increase by 10¢ per hour each January 1st for the next four years. This is the first contribution rate increase for the active plans in six years. The employer contribution rate for retiree Plan Z is also increasing on January 1, 2000 by 5¢ per hour. Aside from a 5¢ per hour increase in 1997 for the special widows extension, this is the first increase in the contribution rate for Plan Z in nearly 20 years.

These contribution increases are now necessary in order to maintain the current level of benefits under the Fund's health plans without jeopardizing the future financial stability of the Fund. While these increases are expected to cover experience over the next few years, escalations in costs due to higher inflation or increased usage, or a drop in employment levels could result in an adjustment to these rate changes prior to the completion of four years.

A resurgence of health care inflationary costs, reminiscent of the mid-1980s is now being seen by health plan sponsors and insurers, particularly in the area of prescription drug costs.

The Fund's current prescription drug benefit costs are double what they were just 4 ½ years ago. These costs now represent more than 20% of the Fund's total health care benefit costs. During the same 4 ½ year period, the Fund's other health plan benefit costs increased by nearly 50% for active boilermakers and more than 36% for retired boilermakers.

The outlook for at least the next three years is a continuing rise in the cost of prescription drugs and other health care services and supplies.

The Fund can no longer absorb these increased benefit costs without additional funding. The alternative would be to reduce benefit levels and/or increase the hours requirement for eligibility under the plans.

We trust this provides you with a better understanding of why the employer contribution rates are increasing.

Sincerely,

BOARD OF TRUSTEES

BOILERMAKERS**PAGE 1 OF 1****EFFECTIVE DATE: 09/03/01****BOILERMAKERS****APPENDIX A****WAGE RATES**

	<u>09/03/01</u>	<u>10/01/01</u>
General Foreman	Rate to be negotiated	Rate to be negotiated
Foreman	\$25.01	\$25.41
Assistant Foreman	24.26	24.66
Boilermaker/Blacksmith	23.76	24.16

FRINGE PAYMENTS

	<u>09/03/01</u>	<u>10/01/01</u>
Health and Welfare	\$3.80	\$3.80
Pensions (per hour)	3.50	4.50
Apprenticeship (per hour)	0.40	0.40
Vacation (per hour)	2.00	2.00
National Annuity Trust (per hour)	2.25	2.25
MOST	0.24	0.24

APPRENTICE RATES**PERCENTAGE OF
JOURNEYMAN WAGE RATES**

<u>Period</u>	<u>Indentured After 09/02/96</u>
1 st 6 months	60%
2 nd 6 months	65%
3 rd 6 months	70%
4 th 6 months	75%
5 th 6 months	80%
6 th 6 months	85%
7 th 6 months	90%
8 th 6 months	95%

Enclosure 3

FH - 0106337
CONTRACT NO. DE-AC06-96RL13200

REQUEST FOR APPROVAL OF MODIFICATIONS
TO THE HANFORD SITE STABILIZATION AGREEMENT

Bricklayers' Appendix A

Consisting of 2 pages
Including this cover sheet

BRICKLAYERS**PAGE 1 OF 1****EFFECTIVE DATE: 09/03/01****BRICK AND ALLIED CRAFTS****APPENDIX A****WAGE RATES**09/03/01

Journeyman Bricklayer

\$23.16

Foreman shall receive a minimum of \$1.00 over the hourly rate.

FRINGE PAYMENTS09/03/01

Masonry Welfare Trust	\$3.85
International Pension Trust	1.00
Northwest Pension Plan	3.28
Apprenticeship & Training	.28

APPRENTICE RATES

Period	Percentage of <u>Journeyman Wage Rates</u>
1 st 700 hours	40%
2 nd 700 hours	55%
3 rd 700 hours	60%
4 th 700 hours	70%
5 th 700 hours	80%
6 th 700 hours	90%

Enclosure 4

FH - 0106337
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REQUEST FOR APPROVAL OF MODIFICATIONS
TO THE HANFORD SITE STABILIZATION AGREEMENT

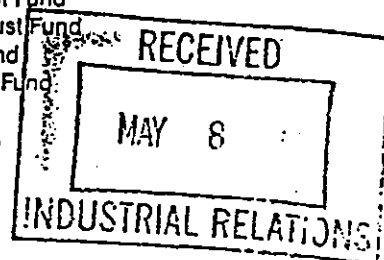
Carpenters Request for Increase

Consisting of 4 pages
Including this cover sheet

**WASHINGTON - IDAHO CARPENTERS - EMPLOYERS
TRUST FUNDS**

Washington-Idaho Carpenters-Employers Health & Security Trust Fund
Washington-Idaho-Montana Carpenters-Employers Retirement Trust Fund
Washington-Idaho Carpenters-Employers Vacation Trust Fund
Washington-Idaho Carpenters-Employers Apprenticeship Trust Fund

111 W. CATALDO P.O. BOX 5434 Tel. (509) 328-0300
SPOKANE, WASHINGTON 99205



May 16, 2001

Mr. Monte Hines
Fluor Federal Services
PO Box 1050
MSIN S2-50
Richland WA 99352

Dear Mr. Hines:

In order to maintain the existing level of benefits provided by the Washington-Idaho Carpenters-Employers Health & Security Trust Fund, it is necessary to increase the existing contribution rate by 30¢. We request this increase be implemented subject to the Hanford Site Stabilization Agreement, Article 15, Section 1, Subsection (c), "Maintenance of Benefits".

This increase is effective June 1, 2001.

Should you need further information, please let us know. Thank you for your assistance in this matter.

Sincerely,


(Mrs.) Leila Davis
Trust Representative

lrd

cc: Jerry Johnson

CARPENTERS/MILLWRIGHTS/PILEDRIERS

PAGE 1 OF 2

EFFECTIVE DATE: 09/04/00

**CARPENTERS/MILLWRIGHTS
APPENDIX A**

WAGE RATE

CARPENTERS

JOURNEYMAN CLASSIFICATION 09/03/01

Carpenter	\$23.18
Sawfiler, Stationary Power	
Woodworking Tool Operator	23.34

MILLWRIGHTS AND MACHINE ERECTORS

JOURNEYMAN CLASSIFICATIONS 09/03/01

Millwrights & Machine Erector	\$24.29
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PILEDRIERS

JOURNEYMAN CLASSIFICATIONS 09/03/01

Piledriver	\$23.45
Boom Man	22.72

DIVERS

Base pay for Divers in water not to exceed fifty (50) feet shall be:

<u>EFF. DATE</u>	<u>HOURLY</u>	<u>4 HOURS</u>	<u>8 HOURS</u>
09/01/98	51.98	207.92	415.84

6/1/81: Divers only:

1. The rate to be computed using the formula of 2.45 times the Piledriver hourly base wage scale.
2. All other classifications to receive the same hourly rate as negotiated as applied to the Piledriver hourly wage scale.

CARPENTERS/MILLWRIGHTS/PILEDRIERS

PAGE 2 OF 2

EFFECTIVE DATE: 06/01/01

The wage rate for TENDERS shall be:

CLASSIFICATION **09/01/98**

Tenders	\$25.18
Diving Master	32.20

FOREMAN: Foreman shall receive \$1.60 per hour above the highest paid Journeyman wage classification working under him.

GENERAL FOREMAN: General Foreman shall receive \$1.00 per hour above the Foreman rate.

FRINGE PAYMENTS

06/01/01

Health and Security	\$3.05
Pension	2.00
Apprenticeship and Training	.45
Vacation (deduct from net wages)	(.50)
Supplemental 80 & Out Pension	.50

APPRENTICE RATES

CARPENTERS

First Period	- 3 months - 60%	Fifth Period	- 6 months - 80%
Second Period	- 3 months - 65%	Sixth Period	- 6 months - 85%
Third Period	- 6 months - 70%	Seventh Period	- 6 months - 90%
Fourth Period	- 6 months - 75%	Eighth Period	- 12 months - 95%

MILLWRIGHT & MACHINE ERECTOR

First year	- 70% of Journeyman Rate
Second year	- 75% of Journeyman Rate
Third year	- 80% of Journeyman Rate
Fourth year	- 85% of Journeyman Rate

Enclosure 5

FH - 0106337
CONTRACT NO. DE-AC06-96RL13200

REQUEST FOR APPROVAL OF MODIFICATIONS
TO THE HANFORD SITE STABILIZATION AGREEMENT

Cement Masons' Request for Increase

Consisting of 4 pages
Including this cover sheet

ZENITH
ADMINISTRATORS

201 Queen Anne Avenue North, Suite 100
Seattle, Washington 98109-4896
(206) 282-4100 FAX (206) 285-1701
1-800-476-5980

May 18, 2001

TO: Cement Mason Employers
Northwest Laborers-Employers Health & Security Trust Fund

RE: Hourly Rate Contribution

In order to preserve the current level of benefits, the Trustees have found it necessary to increase your monthly contribution rates. The increase becomes effective with hours worked beginning June 2001 for August 2001 eligibility. The new hourly rate for Health & Security is \$3.10 per hour per employee. This new hourly rate will appear on your June 2001 hours billing.

Please keep in mind that the Davis-Bacon Act/Prevailing Wage Law does not apply to the Health & Security contribution rate.

Should you have any questions regarding this increase, you may contact your Local Business agent or the Trust Fund office.

Sincerely,

NORTHWEST LABORERS-EMPLOYERS HEALTH & SECURITY TRUST FUND
Zenith Administrators, Inc.
Administrative Agent

Accounts Control Desk

/rj

cc: Paul McNeil
Cement Mason's Local 72 and Local 478
Ray Miller

2001 5 23

CEMENT MASONS
PAGE 1 OF 2
EFFECTIVE DATE: 10/01/93

CEMENT MASONS
APPENDIX A

CLASSIFICATIONS

GROUP I

- Rodding, tamping, floating, troweling, patching, stoning, rubbing, sack rubbing
- All exposed aggregate finishing
- Setting of screeds, screed forms, curb & gutter & sidewalk forms
- Preparation of all concrete for caulking of the joints and the caulking of expansion joints
- Preparation of concrete for the application of hardners, sealers and curing compounds and their application
- Grouting and dry packing of machine base
- Removal of snap ties and she bolts prior to patching of concrete

GROUP II

- Power Troweling Machine Operator
- Troweling of magnesite, torganal, or material with epoxy bases of oxichloride base
- All Power Grinders, Bushing Hammer, Chipping Gun
- All sandblasting for architectural finishes and exposing of aggregate for finish
- Concrete Sawing and Cutting for expansion joints and scoring for decorative patterns
- Operating of Clary-type Floats, Longitudinal Floats, Rodding Machines and Belting Machines
- Scarifiers
- Working on scaffolds

CEMENT MASONS

PAGE 2 OF 2

EFFECTIVE DATE: 09/03/01

GROUP III

- Grinding, bushing or chipping of toxic materials or high density concrete
- Operating of power tools on a scaffold
-

WAGE RATES

	<u>09/03/01</u>
GROUP I	\$22.18
GROUP II	22.80
GROUP III	23.31

FOREMAN: \$1.00 per hour above highest paid man on his crew.

GENERAL FOREMAN: To be paid \$.50 per hour above the highest paid Foreman working under him.

FRINGE PAYMENTS

	<u>06/01/01</u>
Health and Security	\$3.10
Pension	2.25
Training	.28
Credit Union	(1.75)
(Deduct from net wages)	

APPRENTICE RATES

Hours & Percentage
All Groups

1000 - 60%
1000 - 70%
1000 - 80%
1000 - 90%

Enclosure 6

FH - 0106337
CONTRACT NO. DE-AC06-96RL13200

REQUEST FOR APPROVAL OF MODIFICATIONS
TO THE HANFORD SITE STABILIZATION AGREEMENT

Electricians' Request for Increase

Consisting of 4 pages
Including this cover sheet

INLAND EMPIRE ELECTRICAL WORKERS HEALTH AND WELFARE TRUST

140 South Arthur, Suite 301
Spokane, WA 99202
(509) 534-0600 • FAX (509) 535-7883

Date: November 27, 2000


To: All Participating Employers signatory to contracts with IBEW Local 112

Your collective bargaining agreement with IBEW Local 112 provides for additional contributions to be paid into the Health & Welfare Trust to be allocated as the union membership decides. The IBEW Local 112 membership has voted to fund \$.25 per hour from their wage package effective December 1, 2000 into the Health & Welfare Trust for possible other health care uses.

Accordingly, the contribution to the Health & Welfare Fund is being increased from \$2.83 per hour to \$3.08 per hour effective with hours worked in December 2000.

If you have any questions, please contact the undersigned.

Very truly yours,


Timothy D. Yeager
Administrative Agent

ELECTRICIANS**PAGE 1 OF 2****EFFECTIVE DATE: 09/03/01****ELECTRICIANS
APPENDIX A****WAGE RATES**

	<u>09/03/01</u>	<u>12/01/01</u>
General Foreman (20% above Journeyman)	\$33.36	\$33.84
Foreman (10% above Journeyman)	30.58	31.02
Journeyman Wireman	27.80	28.20
Journeyman Technician	27.80	28.20
Journeyman Wireman Welder (10% above Journeyman)*	30.58	31.02
Journeyman Wireman Cable Splicer (5% above Journeyman)**	29.19	29.61
Vacation allowance deduct 10% at option of Employee		

* Journeyman Wireman when Welding - Certified welding will be paid for at 10% above Journeyman Wireman rate for a certified Journeyman Wireman when welding for a minimum of 2 hours.

** Journeyman Wireman Cable Splicer - Cable splicing and stress cones by whatever method on voltage over 2300 volts will be paid for at the rate of 5% above Journeyman Wireman rate for a minimum of 2 hours.

FRINGE PAYMENTS

	<u>09/03/01</u>
Health and Welfare	*\$3.08
Pension - National (NEBF 3%)	.83
Pension Plans	***4.80
Apprentice Training	.30
Vacation	10%
(Deduct at Option of Employee, effective 09/01/99)	

* Effective October 1, 1998

*** There will be no contributions made for first year apprentices. The contributions commence in the first half of the second year, for those apprentices indentured after July 1, 1987.

ELECTRICIANS

PAGE 2 OF 2

EFFECTIVE DATE: 9/01/99

APPRENTICE RATES

**APPRENTICES INDENTURED
AFTER JUNE 1, 1999**

0 - 1000 hours - 1st period - 45%
1000 - 2000 hours - 2nd period - 50%
2000 - 3500 hours - 3rd period - 55%
3500 - 5000 hours - 4th period - 70%
5000 - 6500 hours - 5th period - 80%
6500 - 8000 hours - 6th period - 90%
8000+ hours with State License - 95%

**APPRENTICES INDENTURED
PRIOR TO JUNE 1, 1999**

0 - 1000 hours - 1st period - 45%
1000 - 2000 hours - 2nd period - 50%
2000 - 3500 hours - 3rd period - 55%
3500 - 5000 hours - 4th period - 65%
5000 - 6500 hours - 5th period - 75%
6500 - 8000 hours - 6th period - 85%

Enclosure 7

FH - 0106337
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REQUEST FOR APPROVAL OF MODIFICATIONS
TO THE HANFORD SITE STABILIZATION AGREEMENT

Insulators' Appendix A

Consisting of 2 pages
Including this cover sheet

INSULATORS
PAGE 1 OF 1
EFFECTIVE DATE: 09/03/01

INSULATORS
APPENDIX A

WAGE RATES

09/03/01

Journeyman \$26.00

Foreman - 10% above the Journeyman's base rate of pay

General Foreman - 20% above the Journeyman's base rate of pay

FRINGE PAYMENTS

09/03/01

Pension	\$3.36
Occupational Health	.07
Health and Welfare	3.53
Apprenticeship	.12
Credit Union (deduct)	2.25 or 3.50 (option of employee)

APPRENTICE RATES

1st year - 60% of Journeyman wage
2nd year - 70% of Journeyman wage
3rd year - 80% of Journeyman wage
4th year - 90% of Journeyman wage

Enclosure 8

FH - 0106337
CONTRACT NO. DE-AC06-96RL13200

REQUEST FOR APPROVAL OF MODIFICATIONS
TO THE HANFORD SITE STABILIZATION AGREEMENT

Iron Workers' Request for Increase

Consisting of 3 pages
Including this cover sheet

Northwest Iron Workers Trusts

Administered by

Welfare and Pension Administration Service, Inc.

RETIREMENT • HEALTH and SECURITY • VACATION • ANNUITY • APPRENTICESHIP
2415 SECOND AVENUE • SUITE 300 • P.O. BOX 34203 • SEATTLE, WASHINGTON 98124
TELEPHONE (206) 441-7374 • FAX (206) 441-9110

35.77

May 9, 2001

TO: All Employers – Area 3
Northwest Iron Workers Trust Funds

Your Labor Agreement with the Iron Workers District Council of the Pacific Northwest requires an hourly increase of \$1.00 effective with all employment July 1, 2001 and thereafter. The new rates are as follows:

	<u>Current Rate</u>	<u>Increase</u>	<u>New Rate</u>
Wage Rate	\$24.22	\$0.30	\$24.52
Annuity	\$ 3.45	\$0.10	\$ 3.55
Health & Welfare	\$ 3.25	\$0.50	\$ 3.75
Pension	\$ 3.35	\$0.10	\$ 3.45
Apprenticeship	\$ 0.50	\$0.00	\$ 0.50
*Vacation	\$ 1.50	\$0.00	\$ 1.50
Drug Testing	\$ 0.10	\$0.00	\$ 0.10
*Industry	\$ 0.01	\$0.00	\$ 0.01
*JM Assessment	\$ 0.61	\$0.00	\$ 0.61
*APR Assessment	\$ 0.44	\$0.00	\$ 0.44
*Market Recovery	\$ 0.70	\$0.00	\$ 0.70

*Wage Deduction

You will note that Apprenticeship, Vacation, Drug Testing, Industry, JM Assessment, APR Assessment and Market Recovery rates remain the same.

If you have any questions as to what your contribution rate should be or if you are of a different understanding, please call the Union Business Representative in your geographical area, or me at (253) 984-0514.

Ron Piksa
President
Iron Workers District Council of the Pacific Northwest.

RJP: mld opm11
User\Word\SharedSec\Doc\F\SW\WgtIncrease2001

cc: Iron Workers Local 14

This communication paid for by the Iron Workers District Council
of the Pacific Northwest

MAY 11 2001

IRONWORKERS
PAGE 1 OF 1
EFFECTIVE DATE: 09/03/01

IRONWORKERS
APPENDIX A

WAGE RATES

CLASSIFICATIONS

09/03/01

Structural Ironworkers,
Ornamental Ironworkers,
Machinery Mover, Machine Erector,
Riggers, Signal Men,
Welders & Burners, Fence Erectors
Sheeters, Reinforcing Ironworkers

\$24.52

FOREMEN: \$1.50 per hour over Journeyman rate

GENERAL FOREMAN: \$2.50 per hour over Journeyman rate

FRINGE PAYMENTS

09/03/01

Health and Welfare
Pension
Apprenticeship
Annuity

\$3.75
3.45
.50
3.55

VACATION: Deduct from Net Wages - \$1.50 per hour

APPRENTICE RATES

09/01/99

*1st 6 months - 65% of Journeyman Ironworker Rates
*2nd 6 months - 70% of Journeyman Ironworker Rates
3rd 6 months - 75% of Journeyman Ironworker Rates
4th 6 months - 80% of Journeyman Ironworker Rates
5th 6 months - 90% of Journeyman Ironworker Rates
6th 6 months - 90% of Journeyman Ironworker Rates
7th 6 months - 95% of Journeyman Ironworker Rates
8th 6 months - 95% of Journeyman Ironworker Rates

*No pension or annuity

Enclosure 9

FH - 0106337
CONTRACT NO. DE-AC06-96RL13200

REQUEST FOR APPROVAL OF MODIFICATIONS
TO THE HANFORD SITE STABILIZATION AGREEMENT

Laborers' Request for Increase

Consisting of 6 pages
Including this cover sheet

ZENITH
ADMINISTRATORS

201 Queen Anne Avenue North, Suite 100
Seattle, Washington 98109-4896
(206) 282-4100 FAX (206) 285-1701
1-800-426-5980

May 18, 2001

TO: Eastern Washington and Northern Idaho Signatory Contractors
Northwest Laborers-Employers Trust Funds

RE: Hourly Rate Contributions

Effective June 1, 2001 the fringe benefit allocations for the Northwest Laborers-Employer Health & Security and Pension fund will be increased effective with June 2001 hours, per your Labor Agreement. The new Health & Security rate that will appear on your billing for June hours is \$3.10 and the new Pension rate is \$1.60, both per hour worked per employee.

Please keep in mind that the Davis-Bacon Act/Prevailing Wage Law does not apply to the Health & Security contribution rate.

Should you have any questions regarding this increase, you may contact your Local Business agent, the Washington & Northern Idaho District Council of Laborers or the Trust fund office.

Sincerely,

NORTHWEST LABORERS-EMPLOYERS TRUST FUNDS
Zenith Administrators, Inc.
Administrative Agent

Accounts Control Desk

/rj

cc: Local Unions
Paul McNeil

MAY 23 2001

LABORERS
PAGE 1 OF 4
EFFECTIVE DATE: 09/02/91

LABORERS
APPENDIX A

CLASSIFICATIONS

GROUP I

Brush Hog Feeder	³ Miner, Class "A"
Carpenter Tender	Nipper
Cement Handler	Riprap Man
¹ Concrete Crewman	Sandblast Tailhoseman
Concrete Signal Man	Scaffold Erector, wood or steel
Crusher Feeder	Scaleman
² Demolition	Stake Jumper
Dumpman	⁴ Structural Mover
³ Fence Erector	Tailhoseman (water nozzle)
Flagman	Timber Bucker & Faller (by
Form Cleaning Machine Feeder,	Hand)
Stacker	Track Laborer (RR)
General Laborer	Well-Point Man
Group Machine Header Tender	Window Cleaner

¹**TO INCLUDE:** Stripping of forms, hand operating jacks on slip form construction, application of concrete curing compounds, pumpcrete machine,. Signaling, handling the nozzle of squeezecrete or similar machine - 6 inches or smaller.

²**TO INCLUDE:** Clean-up, burning, loading, wrecking and salvage of all material.

³**TO INCLUDE:** Guard rails, guide and reference posts, signposts, and right-of-way markers.

⁴**TO INCLUDE:** Separating foundation, preparation, cribbing, shoring, jacking and unloading of

⁵**TO INCLUDE:** Bull Gang, Concrete Crewman, Dumpman and Pumpcrete Crewman, including distributing pipe, assembly & dismantle, and Nipper.

GROUP II

Asphalt Raker	Pipelayer, multisection
Asphalt Roller, walking	Pot Tender
Cement Finisher Tender	Powderman Helper
Concrete Saw, walking	Power Buggy Operator
Demolition Torch	Power Tool Operator, gas,
Dope Pot Fireman, nonmechanical	Electrical, pneumatic
Driller Helper (when required	Railroad Equipment, power
Move & position machine)	Driven, <u>except</u> dual mobile
Form Setter, paving	Power spiker or puller

LABORERS

PAGE 2 OF 4

EFFECTIVE DATE: 09/02/91

GROUP II (continued)

Grade Checker using Level

Optional

Jackhammer Operator

³Miner, Class "B"

¹Nozzleman

Nozzleman, water, air, or steam

Pavement Breaker, under 90 lbs.

Pipelay, corrugated metal
culvert

Railroad Power Spiker or

Puller, dual mobile

Rodder & Spreader

²Tamper

Trencher, Shawnee

Tugger Operator

Wagon Drills

Wheelbarrow, power driven

Water Pipe Liner

¹TO INCLUDE: Squeeze and Flow-crete nozzle.

²TO INCLUDE: Operation of Barco, Essex and similar tampers.

³TO INCLUDE: Brakeman, Finisher, Vibrator, and Form Setter.

GROUP III

Air Track Drill

Bit Grinder

¹Brush Machine

Caisson Worker, free air

Chain Saw Operator & Faller

²Concrete Stack

³Cunite

High Scaler

Hod Carrier

⁴Laser Beam Operator

⁷Miner, Class "C"

Monitor Operator, air track or
Similar mounting

Mortar Mixer

⁵Nozzleman

Pavement Breaker, 90 lbs. &
Over

⁶Pipelay

Pipewrapper

Vibrators, ALL

¹TO INCLUDE: Horizontal construction joint clean-up brush machine, power propelled.

²TO INCLUDE: Laborers when working on free standing concrete stacks for smoke or fume control above 40 feet high.

³TO INCLUDE: Operation of machine and nozzle.

⁴TO INCLUDE: Grade Checkers and elevation control.

⁵TO INCLUDE: Jet blasting nozzleman, over 1200 lbs., jet blast machine power-propelled, sandblast nozzle.

⁶TO INCLUDE: Working topman, caulker, collarman, jointer, mortarman, rigger, jacker, shorer, valve or meter installer, tamper.

⁷TO INCLUDE: Miner, Nozzleman for concrete, and Laser Beam Operator on tunnels.

LABORERS**PAGE 3 OF 4****EFFECTIVE DATE: 09/03/01****GROUP IV**

Drills with dual masts

Miner, Class "D"

Welder, electric, manual or automatic

TO INCLUDE: Raise and Shaft Miner, Laser Beam Operator on raises and shafts.**GROUP V:** Powderman**GROUP VI:** Sand Hogs**GROUP VII:** Hod Carriers**WAGE RATES**09/03/01

GROUP I	\$19.76
GROUP II	20.03
GROUP III	20.30
GROUP IV	20.58
GROUP V	21.14

GROUP VI: Sand Hogs (Under Compressed Air Conditions)

<u>LBS.</u>	<u>HRS.</u> <u>WORK</u>	<u>OT</u> <u>DIV.</u>	<u>09/03/01</u>
1-14	6	7-1/2	\$172.00
14-28	6	7-1/2	176.93
18-25	4	7-1/2	177.21
18-22	6	10	199.07
22-26	4	7-1/2	181.53
26-32	4	7-1/2	184.15
32-38	3	7-1/2	187.11
38-44	2	7-1/2	188.52

Outside Lock and Gauge Tender 163.49

LABORERS

PAGE 4 OF 4

EFFECTIVE DATE: 09/03/01

GROUP VII: Hod Carriers \$21.35

FOREMAN: \$1.00 above highest group supervised

GENERAL FOREMAN: \$1.50 (\$.50 above the highest Foreman)

FRINGE PAYMENTS

06/01/01

Health and Security	\$3.10
Pension	1.60
Training	.25
LECET (Training Fund)*	.05
Credit Union (deduct from net wages)	(1.00)

*Effective 09/01/99

**NEW ENTRANT TRAINING PROGRAM
(PERCENT COMPUTED ON GROUP I RATES)**

Trainee	I	0 to 750 hours - 60%
Trainee	II	751 to 1500 hours - 70%
Trainee	III	1501 to 2250 hours - 80%
Trainee	IV	2251 to 3000 hours - 90%

Enclosure 10

FH-0106337
CONTRACT NO. DE-AC06-96RL13200

REQUEST FOR APPROVAL OF MODIFICATIONS
TO THE HANFORD SITE STABILIZATION AGREEMENT

Operating Engineers' Request for Increase

Consisting of 8 pages
Including this cover sheet

Washington-Idaho Operating Engineers and Employers Health and Welfare Fund

UNION TRUSTEES

JERRY STEPHENSON
MIKE MITCHELL
CURT KOEGEN

36

P.O. BOX 68, SPOKANE, WASHINGTON 99210 - (509) 624-3237

EMPLOYER TRUSTEES

NEAL DEGERSTROM
GARY HITE

May 30, 2001

Mr. Monty Hines
Industrial Relations
FLUOR FEDERAL SERVICES, NWS, INC.
PO Box 1050 MSIN B4-54
Richland, Washington 99350-1050

RE: Health and Welfare increases effective June 1, 2000
Training fund increase effective June 1, 2001

Dear Mr. Hines:

This letter is to advise that the Collective Bargaining agreement negotiated effective June 1, 2001 has allowed for an increase of 20 cents per compensable hour worked into the Health and Welfare Trust Fund for all hours worked on or after June 1, 2001. This will increase the hourly rate from \$2.90 per hour to \$3.10 per hour. This increase is for maintenance of current benefits and no new benefits are being purchase with this increase.

In addition, the contribution rate for the training fund has increased from 37 cents per hour to 42 cents per hour effective with all hours worked on or after June 1, 2001.

The employers covered under the Hanford site agreement will be pre-listed at the new rate on the report sent from this office around July 1, 2001 for June hours worked.

If you have any questions, please call me or contact Mike Mitchell in the Local # 370 office in Pasco.

Thank you.

Sincerely,



Leonard Selzler
Trust Fund Manager
LS

Cc: Mike Mitchell-Pasco

OPERATING ENGINEERS
PAGE 1 OF 6
EFFECTIVE DATE: 09/02/91

OPERATING ENGINEERS
APPENDIX A

CLASSIFICATIONS

GROUP I

Bit Grinders
Bolt Threading Machine
Compressors (under 2000 CFM, gas, diesel, or electric power)
Crusher Feeder (mechanical)
Deck Hand
Drillers Helper
Fireman & Heater Tender
Grade Checker
Helper, Mechanic or Welder, H.D.
Hydro-seeder, Mulcher, Nozzleman
Oiler
Oiler & Cable Tender, Mucking Machine
Pumpman
Rollers, all types on subgrade (farm type, Case, John Deere & similar, or
Compacting Vibrator), except when pulled by Dozer with operable blade
Steam Cleaner
Welding Machine

GROUP II

A-Frame Truck (single drum)
Assistant Refrigeration Plant (under 1000 ton)
Assistant Plant Operator, Fireman or Pugmixer (asphalt)
Bagley or Stationary Scraper
Belt Finishing Machine
Blower Operator (cement)
Cement Hog
Compressor (2000 CFM or over, 2 or more, gas, diesel, or electric power)
Concrete Saw (multiple cut)
Distributor Leverman
Ditch Witch or similar
Elevator Hoisting Materials
Dope Pots (power agitated)
Fork Lift or Lumber Stacker, Hydra-lift, and similar
Gin Trucks (pipeline)

OPERATING ENGINEERS
PAGE 2 OF 6
EFFECTIVE DATE: 09/02/91

GROUP II (continued)

Hoist, single drum
Loaders (bucket elevators and conveyors)
Longitudinal Float
Mixer (portable - concrete)
Pavement Breaker, Hydra-Hammer and similar
Power Broom
Railroad Ballast Regulation Operator (self-propelled)
Railroad Power Tamper Operator (self-propelled)
Railroad Tamper Jack Operator (self-propelled)
Spray Curing Machine (concrete)
Spreader Box (self-propelled)
Straddle Buggy (Ross and Similar on construction job only)
Tractor (Farm type R/T with attachments, except Backhoe)
Tugger Operator

GROUP III

A-Frame Truck (2 or more drums)
Assistant Refrigeration Plant & Chiller Operator (over 1000 ton)
Backfillers (Cleveland and similar)
Batch Plant & Wet Mix Operator, single unit (concrete)
Belt-Crete Conveyors with power pack or similar
Belt Loader (Kocal or similar)
Bend Machine
Bob Cat
Boring Machine (earth)
Boring Machine (rock under 8" bit) (Quarry Master, Joy, or similar)
Bump Cutter (Wayne, Saginaw, or similar)
Canal Lining Machine (concrete)
Chipper (without crane)
Cleaning and Doping Machine (pipeline)
Deck Engineer
Elevating Belt-type Loader (Euclid, Barber Green, and similar)
Elevating Grader-type Loader (Dumora, Adams, or similar)
Generator Plant Engineers (diesel, electric)
Guniting Combination Mixer and Compressor
Locomotive Engineer
Mixermobile
Posthole Auger or Punch
Pump (grout or jet)
Soil Stabilizer (P and H or similar)
Spreader Machine

OPERATING ENGINEERS
PAGE 3 OF 6
EFFECTIVE DATE: 09/02/91

Tractor (to D-6 or equivalent) and Traxcavator
Traverse Finish Machine
Turnhead Operator

GROUP IV

Blade Operator (motor patrol and attachments)
Concrete Pumps (squeeze-crete, flow-crete, pump-crete, Whitman and similar)
Curb Extruder (asphalt or concrete)
Drills (churn, core, calyx, or diamond)
Equipment Serviceman, Greaser, and Oiler
Hoist (2 or more drums or Tower Hoist)
Loaders (overhead and front-end, under 4 yds R/T)
Refrigeration Plant Engineers (under 1000 ton)
Rubber-tire Skidders (R/T with or without attachments)
Screed Operator
Surface Heater & Planer Machine
Trenching Machines (under 7 ft. depth capacity)
Turnhead (with re-screening)
Vacuum Drill (reverse circulation drill under 8" bit)

GROUP V

Drilling Equipment (8" bit & over) (Robbins, reverse circulation, and similar)
Hoe Ram
Paving (dual drum)
Railroad Track Liner Operator (self-propelled)
Refrigeration Plant Engineer (1000 tons and over)
Signalman (Whirleys, Highline, Hammerheads, or similar)

GROUP VI

Automatic Subgrader (Ditches & Trimmers) (Autograde, ABC, R. A. Hansen, and similar on grade wire)
Backhoe (under 1 yd)
Batch Plant (over 4 units)
Batch and Wet Mix Operator (multiple units, 2 and including 4)
Boat Operator
Cableway Controller (dispatcher)
Crane (25 tons and under)
Derricks and Stifflegs (under 65 tons)
Drill Doctor
Multiple Dozer Units with single blade
Paving Machine (asphalt and concrete)
Piledriving Engineers

OPERATING ENGINEERS

PAGE 4 OF 6

EFFECTIVE DATE: 09/02/91

GROUP VI (continued)

Rollerman (finishing pavement)
Trenching Machines (7 ft. depth and over)

GROUP VII

Asphalt Plant Operator
Backhoes (1 yd. to 3 yds.)
Blade (finish and bluetop) Automatic, CMI, ABC, & similar when used as automatic
Boom Cats (side)
Cableway Operators
Clamshell Operator (under 3 yds.)
Concrete Slip Form Paver
Cranes (over 25 tons, including 45 tons)
Crusher, Grizzle and Screening Plant Operator
Draglines (under 3 yds.)
Elevating Belt (holland type)
Gradeall (1 yd. to 3 yds.)
H. D. Mechanic
H. D. Welder
Loader Operator (front-end and overhead, 4 yds, including 8 yds.)
Mucking Machine
Quad-track or similar equipment
Rubber-tired Scrapers
Shovels (under 3 yds.)
Tractors (D-6 and equivalent and over)
Vactor Guzzler, Super Sucker
Concrete Cleaning/Decontamination Machine
Heavy Equipment Robotics Operator
Master Environmental Maintenance Technician
Ultra High Pressure Waterjet Cutting Tool System (30,000 psi)
Vacuum Blasting Machine Operator

GROUP VIII

Backhoes (3 yds. and over)
Cranes (over 45 tons, and ALL climbing, rail and tower)
Clamshell Operator (3 yds. and over)
Derricks and Stifflegs (65 tons and over)
Draglines (3 yds and over)
Loader (360 degrees revolving Koehring Scooper or similar)
Loaders (overhead and front-end, over 8 yds)
Helicopter Pilot
Shovels (3 yds. and over)
Whirleys & Hammerheads, ALL

OPERATING ENGINEERS
PAGE 5 OF 6
EFFECTIVE DATE: 09/03/01

GROUP IX
Transi-Lift

ALL CRANE BOOMS, INCLUDING TOWER CRANES:

Measure from center of rotation to center of shaft (radius):
130' to 200' - \$.30 hr. Additional to classification
Over 200' - \$.60 hr. Additional to classification

WAGE RATES

09/03/01

Group I	\$21.49
Group II	21.81
Group III	22.42
Group IV\	22.58
Group V	22.74
Group VI	23.02
Group VII	23.29
Group VIII	24.39
Group IX	25.73

FOREMAN: Shall be paid \$1.00 per hour over the scale of the highest scale supervised.

FRINGE PAYMENTS

06/01/01

Health and Welfare	\$3.10
Pension	2.50
Apprenticeship & Training	.42

OPERATING ENGINEERS
PAGE 6 OF 6
EFFECTIVE 09/07/92

APPRENTICE RATES
(COMPUTED ON GROUP VI RATES)

BASE RATE: (Group VI)

65% 1000 Hours
70% 1000 Hours
75% 1000 Hours
80% 1000 Hours
85% 1000 Hours
90% 1000 Hours

Enclosure 11

FH - 0106337
CONTRACT NO. DE-AC06-96RL13200

REQUEST FOR APPROVAL OF MODIFICATIONS
TO THE HANFORD SITE STABILIZATION AGREEMENT

Painters' Request for Increase

Consisting of 3 pages
Including this cover sheet



International Union of Painters & Allied Trades, AFL-CIO, CLC

DISTRICT COUNCIL NO. 5

Washington
Oregon & Idaho

P.O. Box 11953 • Spokane, WA 99211 • 509 928-3556 • Fax 509 928-4119 • 1 888 741-6422

June 18, 2001

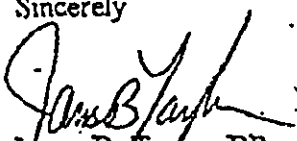
Monty Hines
Fluor Federal Services

RE: Painters & Allied Trades Health & Welfare Increase

Please be advised that the trustees for the Painters Health & Welfare voted in their January 2001 meeting to increase the hourly contribution rate for medical insurance forty cents (\$0.40) per hour to maintain current levels of protection effective July 1, 2001.

Therefore the hourly rate for all our covered crafts is \$2.45 per hour.

Sincerely


James B. Taylor, BR
Painters Trust Trustee

Cc Zenith Administration
Robert Matson, BM

PAINTERS

PAGE 1 OF 1

EFFECTIVE DATE: 09/03/01

**PAINTERS
APPENDIX A**

WAGE RATES

09/03/01

Journeyman Painters, to include

\$19.92

Taper Finishers, Soft Floor Coverers, Glazers,

Spray Painters, Steel Painters, Steam Clean, Acid Etching, Sign Writers

FOREMAN: Shall be paid an additional 10% over and above the average rate of pay of those Journeymen working under his supervision.

FRINGE PAYMENTS

09/03/01

Health and Welfare

\$2.45

Pension

1.90

Apprenticeship

.24

District Council No. 54 Administration Fee check-off shall be 3% of the current Painters' basic wage, which is deducted from the wages, computed on actual hours worked.

APPRENTICE RATES

PAINTING APPRENTICES

PERIOD	% OF JOURNEYMAN'S WAGES
--------	-------------------------------

1 st 6 months	50%
2 nd 6 months	55%
3 rd 6 months	60%
4 th 6 months	70%
5 th 6 months	80%
6 th 6 months	90%
Thereafter	100%

TAPING APPRENTICES

PERIOD	% OF JOURNEYMAN'S WAGES
--------	-------------------------------

1 st 3 months	50%
2 nd 3 months	60%
3 rd 3 months	75%
4 th 3 months	85%
5 th 3 months	90%
6 th 3 months	95%
Thereafter	100%

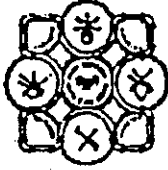
Enclosure 12

FH - 0106337
CONTRACT NO. DE-AC06-96RL13200

REQUEST FOR APPROVAL OF MODIFICATIONS
TO THE HANFORD SITE STABILIZATION AGREEMENT

Pipefitters Request for Increase

Consisting of 4 pages
Including this cover sheet



LOCAL UNION #598
PLUMBING & PIPE FITTING INDUSTRY TRUST FUNDS

Administrator: William C. Earhart Co., Inc.

Administration Office: 3140 N.E. BROADWAY • P.O. BOX 4143 • PORTLAND, OREGON 97208

Phone: (503) 282-5581 • Nationwide WATS: (800) 547-1314 • FAX: (503) 284-9386

Date: October 19, 2000

TO WHOM IT MAY CONCERN

SUBJECT: HEALTH AND WELFARE RATE INCREASE

Dear Sirs/Madams:

The Board of Trustees of Local 598 Plumbing & Pipefitting Industry Health & Welfare Trust and Vacation Savings Plan have found it necessary to increase the Health and Welfare contribution by eighty cents (\$.80) per hour to maintain current benefits under the plan.

Therefore, effective with October 2000 hours worked (payable in November, 2000) the contribution rate for Health and Welfare benefits will be increased by \$.80 per hour bringing the total contribution to four dollars and fifty cents (\$4.50) per hour.

By Order of the Trustees

PIPEFITTERS

PAGE 1 OF 2

EFFECTIVE DATE: 09/03/01

**PIPEFITTERS
APPENDIX A**

WAGE RATES

09/03/01

Basic Hourly Wage Rate	\$25.85
Vacation	3.00

Vacation pay shall be included in the basic rate for all computation of overtime, shift differential, working dues, or any rate of pay for all employees covered by this agreement.

FOREMAN: 10% above basic rate inclusive of vacation.

GENERAL FOREMAN: 20% above basic rate inclusive of vacation.

FRINGE PAYMENTS

09/03/01

Health & Welfare	\$4.50
National Pension	2.25
State Pension	2.00
JATC*	.70
Supplemental Pension	2.10

* Includes \$.05 to International Training Fund, effective 06/21/99.

PIPEFITTERS
PAGE 2 OF 2
EFFECTIVE DATE: 09/01/99

APPRENTICE RATES

09/01/99

Apprentices shall be paid a percentage of Journeyman rate and receive fringe benefits as follows:

<u>APPRENTICE TIME</u>	<u>PERCENTAGE</u>	<u>NATIONAL PENSION</u>	<u>VACATION & ALL OTHER FRINGES</u>
1 st 6 months	45%	45%	100%
2 nd 6 months	50%	50%	100%
3 rd 6 months	55%	55%	100%
4 th 6 months	60%	60%	100%
5 th 6 months	65%	65%	100%
6 th 6 months	70%	70%	100%
7 th 6 months	75%	75%	100%
8 th 6 months	80%	80%	100%
9 th 6 months	85%	85%	100%
10 th 6 months	85%	85%	100%

Enclosure 13

FH - 0106337
CONTRACT NO. DE-AC06-96RL13200

REQUEST FOR APPROVAL OF MODIFICATIONS
TO THE HANFORD SITE STABILIZATION AGREEMENT

Roofers' Appendix A

Consisting of 2 pages
Including this cover sheet

ROOFERS
PAGE 1 OF 1
EFFECTIVE DATE: 09/03/01

ROOFERS, WATERPROOFERS, AND ALLIED WORKERS
APPENDIX A

WAGE RATES

09/03/01

Journeyman Roofer, Waterproofer, Kettleman \$20.17

Foreman: 10% above Journeyman rate

FRINGE PAYMENTS

09/03/01

Health and Security	\$2.90
National Pension	2.55
JATC	0.15

APPRENTICE RATES

Period	Percentage of <u>Journeyman Wage Rates</u>
Pre-apprentice	60%
1 st 700 hours.	70%
2 nd 700 hours	75%
3 rd 700 hours	80%
4 th 700 hours	85%
5 th 700 hours	90%
6 th 700 hours	95%

Enclosure 14

FH - 0106337
CONTRACT NO. DE-AC06-96RL13200

REQUEST FOR APPROVAL OF MODIFICATIONS
TO THE HANFORD SITE STABILIZATION AGREEMENT

Sheet Metal Workers Request for Increase

Consisting of 5 pages
Including this cover sheet

**NORTHWEST SHEET METAL WORKERS
HEALTH CARE PLAN
POST OFFICE BOX 5433
SPOKANE, WA 99205**

TELEPHONE
(509) 534-0600
FAX
(509) 535-7883

Date: April 19, 2001

To: All Participating Employers, Local Unions & SMACNA Chapters

RE: New Contributions Rates Adopted by Northwest Sheet Metal Workers Health Care Trust

The Board of Trustees of the Northwest Sheet Metal Workers Health Care Trust has adopted new contribution rates necessary to maintain the benefits of the present Plan.

- Effective June 1, 2001, or your contract anniversary date that is within 60 days of that date, the Health Care Plan requires additional contributions of 50¢ per hour.
- In addition, the Trustees have adopted increased contribution rates for later years, as follows:
 - Effective June 1, 2002, or your contract anniversary date that is within 60 days of that date, an additional 34¢ per hour.
 - Effective June 1, 2003, or your contract anniversary date that is within 60 days of that date, an additional 34¢ per hour.
- In addition to the required employer contribution rates as set forth above, retired participants under Plan 3 will be required to have their contributions increased as follows:
 - If under age 65, the increase will be \$40 per month effective for June 2001 payments.
 - If over age 65, the increase will be \$31 per month effective for June 2001 payments.
- As noted above, retired participants covered under Plan 3 will have increased self-payments. Despite those increases, it is very apparent, based on actuarial studies, that the Trust needs to constantly review the funding of the Retiree Health Care benefits.

Therefore, the Trustees have adopted, in principle, a Voluntary Employee Benefit Association Plan (VEBA) which will allow employer contributions to be accumulated in an individual's separate account which can then be used to fund the self-payments of the Retiree Health Care benefits when the person retires.

During the next year, the VEBA Plan is going to be reviewed with the membership of all of the participating Local Unions. The Trustees then intend on looking into implementing a VEBA Plan, based on additional funding.

The Trustees, reluctantly, adopted these new contribution requirements for the following reasons:

- Contribution rates have remained at their present levels since June 1, 1993, a period of eight years.

We have been able to maintain that rate by careful cost control, Plan design, and effective administration.

However, everybody is aware of the rising costs of medical care – most particularly prescription drugs. We are not immune to those forces – and over the last several years, have been utilizing the reserves of the Plan to manage the costs.

- The Northwest Sheet Metal Workers Health Care Trust is fully self-insured – and therefore, it is necessary to maintain sufficient reserves to manage our overall program. The Trustees determined that reserves have reached a level, which required additional funding, not only to take care of current costs – but hopefully, to partially rebuild some of the reserves that have been depleted.
- With increased utilization of early retirement provisions in pension plans (both the National Pension Plan, as well as the Northwest Sheet Metal Workers Pension Plan) greater use of retiree health care benefits has taken place – and that area of cost has been particularly susceptible to very high rates of use.

The last time we changed the contributions rates for the retirees was January 1, 1994. The only exception to that was when we added dental and vision coverage for Plan 3 retirees (effective November 1, 1997) at an increased contribution rate for those two Plans of \$12 per month.

We are going to be preparing a special letter to the participants about these increases – because medical care costs affect everybody, and everybody, therefore, has to be an active participant in trying to manage the costs of the Plan.

While we regret the necessity of these contribution rate increases, we are proud that we have been able to hold the line until the present date, after many years in which no increases were adopted.

Sincerely yours,

THE BOARD OF TRUSTEES

Management

Rich Schrader, Chairman
Baron Derr
Jerry Kinsley
Philip Petersen

Labor

Ron Senger, Secretary
Warren Kitchens
Brent Moore
Charlie Mulcahy

SHEETMETAL
PAGE 1 OF 2
EFFECTIVE DATE: 09/03/01

SHEET METAL
APPENDIX A

WAGE RATES

09/03/01

Journeyman \$25.43

FOREMAN: Journeyman Scale Plus 10%

GENERAL FOREMAN: Journeyman scale plus 20%

FRINGE PAYMENTS

JOURNEYMAN

09/03/01

Health and Welfare	\$3.04
Northwest Pension	3.71
National Pension	1.02
Northwest Supplemental Plan ⁽¹⁾	.68
Local Training Fund	.26
National Training Fund	.17
Vacation (Deduct)	1.02

APPRENTICE

09/03/01

Health and Welfare	\$3.04
Northwest Pension ⁽²⁾	3.71
National Pension ⁽³⁾	1.02
Northwest Supplemental Plan	⁽³⁾
Local Training Fund	.26
National Training Fund	.17
Apprentice Vacation (Deduct) ⁽⁴⁾	.52

(1) Contributions for each hour worked: Foreman - \$.73, General Foreman - \$.80.

(2) No contributions to the local Pension Plan will be made by the Contractor for Sheet Metal Apprentices until such apprentice begins the first half of the fourth year (70%), at which time the Contractor will pay the above applicable rate of contribution.

(3) There will be no contributions for first-year apprentices. The contributions commence in the first half of the second year (50% of Journeyman contribution) for all such apprentices.

(4) No vacation will be deducted for apprentices until the beginning of the second year (50%), unless it is requested in writing.

SHEETMETAL
PAGE 2 OF 2
EFFECTIVE DATE: 06/01/90

APPRENTICE RATE

Effective 06/01/90

1 st 6 months	40%
2 nd 6 months	45%
3 rd 6 months	50%
4 th 6 months	55%
5 th 6 months	60%
6 th 6 months	65%
7 th 6 months	70%
8 th 6 months	75%
9 th 6 months	80%
10 th 6 months	85%
then to 100% on completion of apprenticeship	

Enclosure 15

FH - 0106337
CONTRACT NO. DE-AC06-96RL13200

REQUEST FOR APPROVAL OF MODIFICATIONS
TO THE HANFORD SITE STABILIZATION AGREEMENT

Sprinkler Fitters' Appendix A

Consisting of 2 pages
Including this cover sheet

SPRINKLER FITTERS
PAGE 1 OF 1
EFFECTIVE DATE: 09/03/01

SPRINKLER FITTERS
APPENDIX A

WAGE RATES

09/03/01

Journeyman \$24.35

Foreman: The rate of wage for Foreman shall be \$1.25 per hour above the Journeyman's rate.

FRINGE PAYMENTS

9/03/01

Health and Welfare	\$3.40
National Pension	2.45
Local Training Fund	.20
Supplemental Pension	2.00

APPRENTICE RATES

All Apprentices shall be paid a progressive increasing rate of wage based upon the following schedule:

Percentage of
Journeyman Rate

Class 1	45%
Class 2	50%
Class 3	55%
Class 4	60%
Class 5	65%
Class 6	70%
Class 7	75%
Class 8	80%

Enclosure 16

FH - 0106337
CONTRACT NO. DE-AC06-96RL13200

REQUEST FOR APPROVAL OF MODIFICATIONS
TO THE HANFORD SITE STABILIZATION AGREEMENT

Teamsters Request for Increase

Consisting of 5 pages
Including this cover sheet



NORTHWEST
ADMINISTRATORS, INC.

2323 Eastlake Avenue E.
Seattle, WA 98102-3393
(206) 329-4900
(206) 726-3209 fax

April 2001

MEMORANDUM

TO: Participating Employers in the
Teamster Construction Industry Welfare Trust

FROM: Trust Administrative Office

RE: Contribution Rate Adjustment
Effective with June 2001 Hours of Employment

The bargaining parties for the Building, Heavy and Highway Construction Labor Agreement have agreed to a twenty-five cent (\$31) increase to the Teamster Construction Industry Welfare Trust in order to maintain the current level of benefits.

Effective with June 2001 hours of employment (July contributions), the new hourly rate is as follows:

Current Hourly Rate
\$3.91

July 2001
Based on June Hours
\$4.22

The new rate will be reflected on your reporting form for June 2001.

If you have any questions, please contact the Trust Administrative Office at (206) 329-4900, extension 4259.

GF/gf

cc: Board of Trustees
Trust Consultant
Trust Legal Counsel
Participating Local Unions
AGC of Washington
Teamsters Joint Council 28

TEAMSTERS
PAGE 1 OF 3
EFFECTIVE DATE: 09/01/98

TEAMSTERS
APPENDIX A

CLASSIFICATIONS

GROUP I

Escort Driver or Pilot Car
Helper or Swamper
Pickup hauling employees or material

GROUP II

Ambulance Driver (when in operation)
Fish Truck
Flat Bed Truck, single rear axle
Fork Lift, 3,000 lbs. and under
Leverperson, loading trucks at bunkers
Seeder and Mulcher
Shop Mechanic
Stationary Fuel Operator
Team Driver
Tractor (small, rubber-tired, pulling trailer or similar equipment)
Trailer Mounted Hydro Seeder and Mulcher
Water Tank Truck, up to 1,800 gallons

GROUP III

Bus Driver or employee haul
Flat Bed Truck, dual rear axle
Power Boat hauling employees or material

GROUP IV

Buggy Mobile and similar
Bulk Cement Tanks and Spreader
Power Operated Sweeper
Straddle Carrier (Ross, Hyster, and similar)
Water Tank Truck: 0 - 4,000 gallons

GROUP V

Auto Crane: 2,000 lbs. capacity
Dumpton: 6 yds. and under
Flat Bed Truck with hydraulic system
Fork Lift: 3,001-16,000 lbs.
Fuel Truck Driver, Steam Cleaner, and Washer

TEAMSTERS

PAGE 2 OF 3

EFFECTIVE DATE: 09/01/98

GROUP V (continued)

Rubber-tired Tunnel Jumbo
Scissors Truck
Slurry Truck Driver
Transit Mixers and Mixers hauling concrete: 3 yds. to and including 6 yds.
Wrecker and Tow Truck

GROUP VI

A-Frame
Service Greaser
Tire person
Trucks, side, end, bottom, and articulated end dump: up to and including 12 yds.
Warehouseperson, to include shipping and receiving
Water Tank Truck, 4,001 - 8,000 gallons

GROUP VII

Dumps, semi-end
Flaherty Spreader Box Driver
Flowboys
Fork Lift, 16,000 lbs. and over
Lowboy, 50 tons and under
Mechanic, Field
Oil Distributor Driver (road, bootperson, leverperson, helper) and Oil Tank Driver
Self-loading Roll Off and Dumpster over 6 yds.
Semi-truck and Trailer, 50 tons and under Lowboy
Stringer Truck (cable operated trailer)
*Tractor with Steer Trailer *(both Operators to receive same rate and not to conflict with DW's and similar classification Group VI pulling trailer)
Transfer Truck and Trailer
Transit Mixers and Trucks Hauling Concrete: over 6 yds. to and including 20 yds.
Truck and Pup
Trucks, side, end, bottom, and articulated end dump: over 12 yds. to and incl. 100 yds.
Truck-mounted Crane (with load-bearing surface, either mounted or pulled) up to 14 tons
Turnarocker, DW's and similar, with 2 or more 4 wheel-power tractor with trailer, gallonage or yardage scale, whichever is greater
Vacuum Truck (super sucker, guzzler, etc.)
Water Tank Truck, 8,001 - 14,000 gallons

GROUP VIII

Helicopter Pilot, hauling employees or materials
Lowboy, over 50 tons
Prime Movers and Stinger Truck
Transit Mixers and Trucks hauling concrete, over 20 yds.
Trucks, side, end, bottom, and articulated end dump, over 100 yds.

TEAMSTERS

PAGE 3 OF 3

EFFECTIVE DATE: 09/03/01

WAGE RATES

<u>GROUP</u>	<u>09/03/01</u>
I	\$18.54
II	20.81
III	20.85
IV	21.14
V	21.25
VI	21.42
VII	21.95
VIII	22.28

FOREMAN OR DISPATCHER: \$1.00 over highest scale supervised

Truck-tractor pulling 2 trailers: add \$.10 yardage scale (for second trailer)

Truck-tractor pulling 3 trailers: add \$.20 yardage scale (for second trailer)

Truck pulling Farm, Tilt, Drop, Utility and Pole Trailer,
except semi-trucks or Lowboys: add \$.15 over yardage scale

FRINGE PAYMENTS

09/03/01

Health and Security	\$4.22
Pension	3.53
Training	.25
Program for Enhanced Early Retirement (P.E.E.R.)	.52

APPRENTICESHIP RATES

0 - 700 hours	70% Journeyman Rate
701 - 1400 hours	80% Journeyman Rate
1401 - 2100 hours	90% Journeyman Rate